ADCS, G-2 Town Hall
DCIPS Current and Way Forward

26 July 2011

DCIPS INTERIM

Agenda

- First Year and Lessons Learned
- Transition to DCIPS Grades
- What's Next?
- Announcements
- Contacts
- Questions

DCIPS

- Unifies the Defense Intelligence Community
- Tool for line managers to manage the Human Capital Life-Cycle of Army's Civilian Intelligence workforce
- Tool for employees to manage their Civil Service Career
- Aligns employee performance with mission success
- Distinguishes levels of performance and recognition
- Provides career opportunities across the DoD IC and the Army IC

Key Impacts – 3 Each Positive and Negative

+ Meaningful distinction in the Performance Management Process resulted in fair and equitable distributions of rating for DCIPS vs. TAPES
  - An approximate 40% increase in both Successful and Excellent ratings
  - An approximate 80% decrease in the Outstanding rating under TAPES 2009
+ Minimal reconsideration requests at HQDA, G-2 level
  - Only 6 requests required G-2 ruling/determination
+ The incorporation of the PRA review added validity to the process
  - The 2nd level review reinforced the leadership involvement in the PM process
− Minimal training on DCIPS was significant for: HLRs, Managers and Military Raters
− The 50% Bonus Rule proved problematic and restricted the ability to adequately reward the workforce
− The automated tools supporting the process required modification
  - PAA Tool allowed HLRs to approve reports prior to PRA approval
  - CWB/DPAT required changes during the process to function properly

Lessons Learned

BLUF: 1st year saw meaningful distinction in Performance Management that provided bonus results within expected outcomes

- The 50% Bonus Rule did not allow the organizations maximum flexibility to adequately reward employees
- Rater consistency training required for shared understanding of ratings category
- Managers needed more training on writing SMART objectives
- Employees needed more training on writing self assessments
- Bonus guidance should be released earlier in the PM process to provide organizations adequate time to develop business rules
- Training for bonus board members just prior to commencement of the boards supported the process
- Identifying alternate board members provided continuity throughout the process
- The awareness of assessing the Performance Elements as well as the Objectives

Overall Comparison 2009 (TAPES) vs. 2010 (DCIPS)

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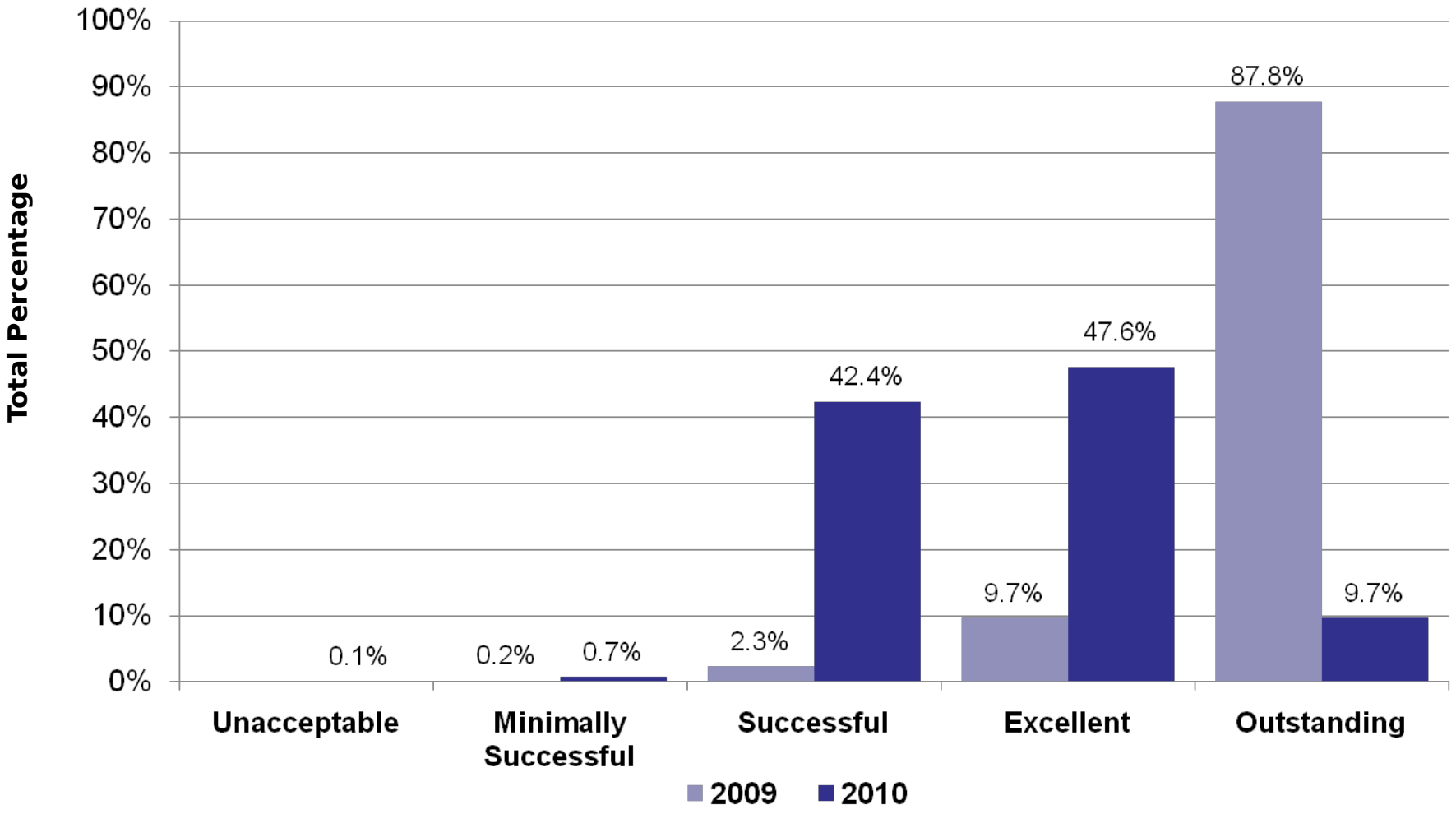
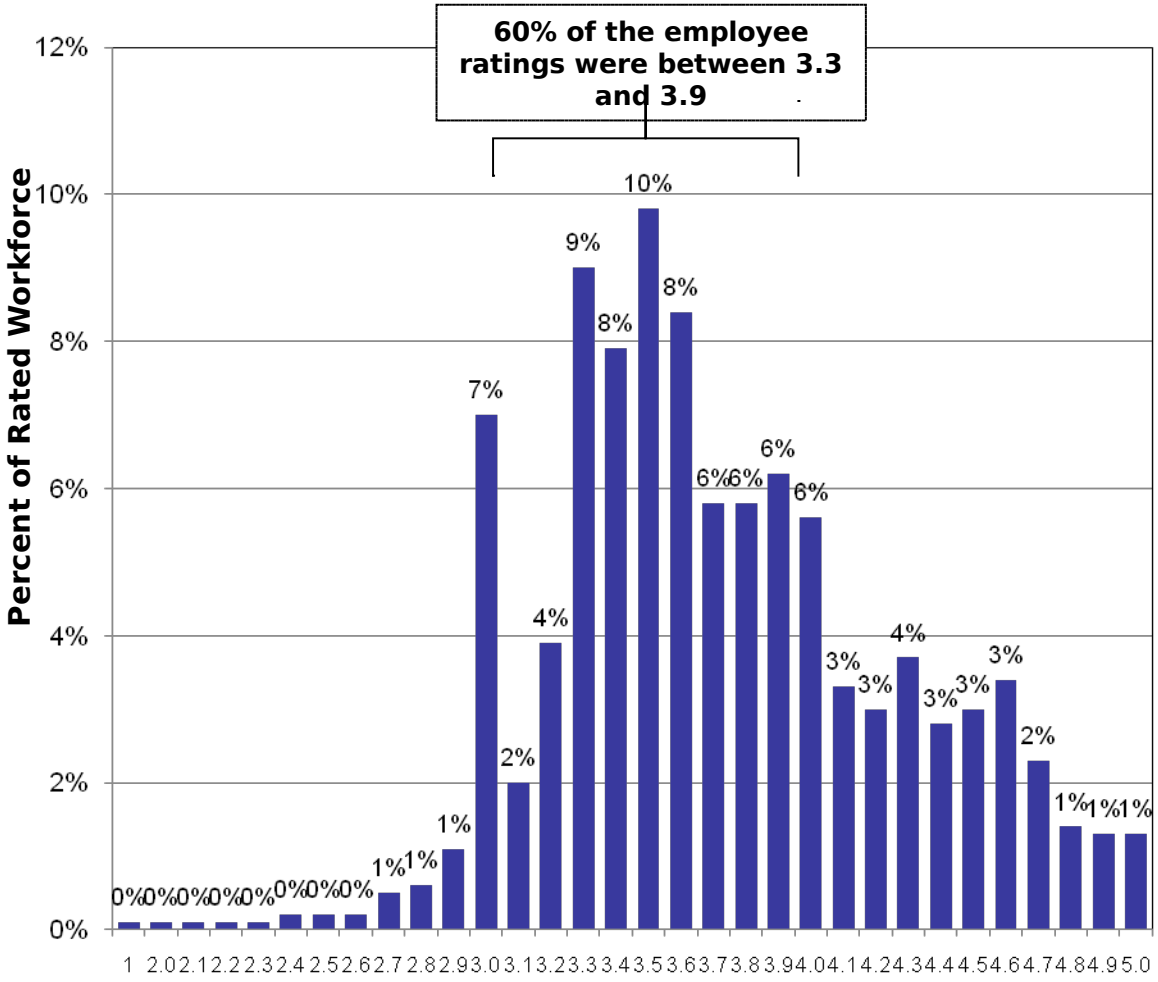


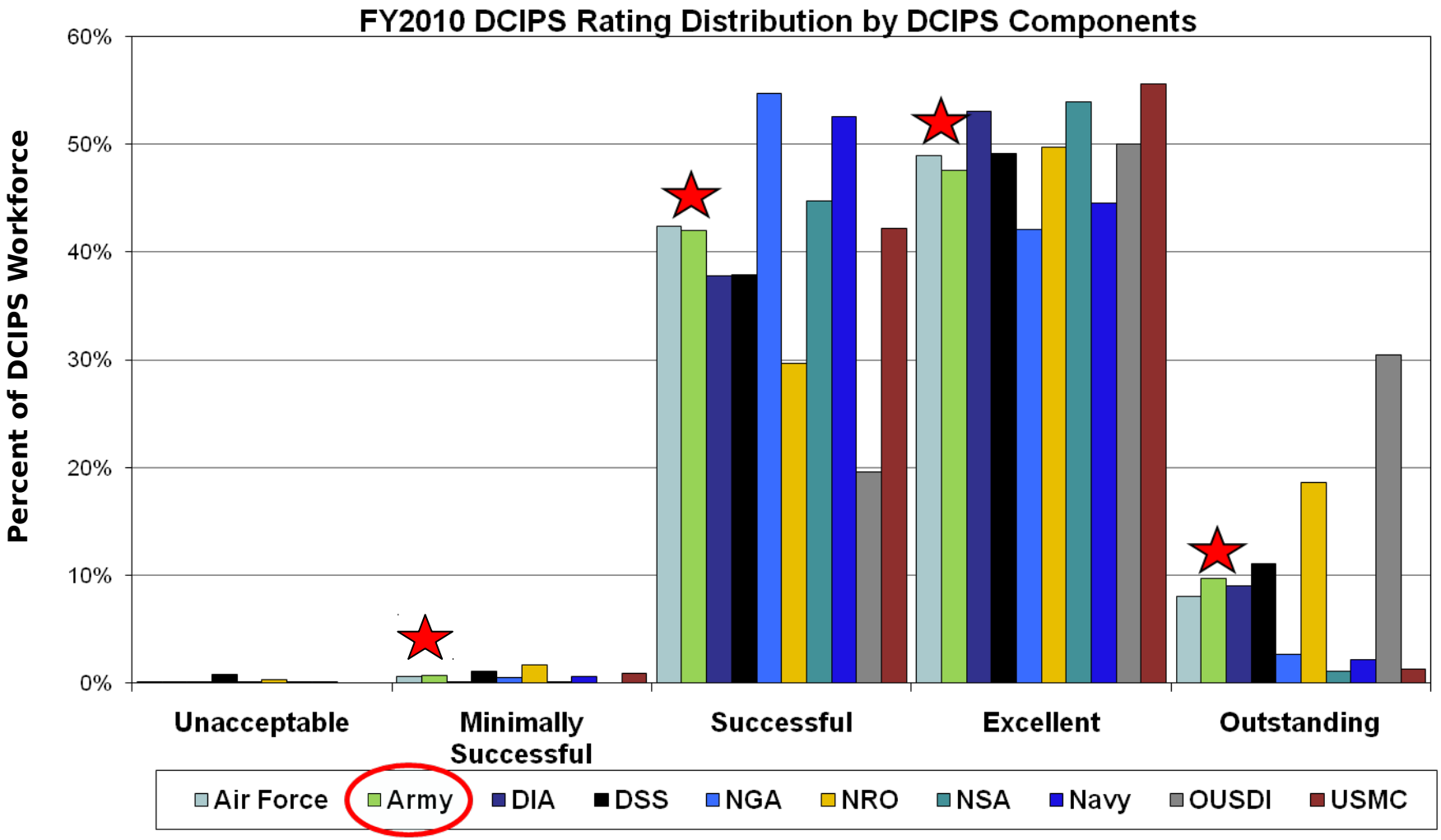
Bonus Group Results General Data

Total Employees	5393
Average Rating	3.78
Average Percent of Employees Receiving a Bonus	47%
Total Employees Receiving a QSI	258
Average Bonus Amount	$2,813
Mode Bonus Amount	$2,450
Lowest Bonus Amount	$195
Highest Bonus Amount	$10,000
Number of Bonus Pools	140

Overall
Ratings Distribution – Visual Representation



DCIPS Wide Component Ratings



All DCIPS Organizations

DCIPS Wide Component Bonuses

DCIPS Performance-Based Bonuses FY 2009 and 2010						
Component	Mean Rating FY 2009	Mean Rating FY 2010	% Rec. Bonus 2009	% Rec. Bonus 2010	Mean Bonus FY 2009	Mean Bonus FY 2010
Overall	3.5	3.6	44.0%	45.0%	$3,084	$3,335
Air Force	-	3.7		48.3%	.	$3,049
Army	-	3.7		46.9%	.	$2,829
DIA	3.7	3.8	34.3%	36.7%	$4,513	$4,599
DSS	.	3.7		44.4%	.	$3,849
NGA	3.4	3.5	48.4%	47.7%	$3,212	$3,596
NRO	.			50.4%	.	$3,484
NSA	3.5	3.6	44.7%	47.1%	$2,466	$2,884
Navy	3.4	3.6	33.2%	39.7%	$3,283	$3,520
OUSD(I)	4.1	4.2	50.4%	50.4%	$4,879	$5,270
USMC	3.6	3.6	44.0%	31.3%	$2,914	$4,750

Key Impact to 2011s Process

- Austere civilian pay budgets and fiscal responsibility - The Pay Freeze – No General Pay Increase (GPI)
- The OPM limitation on Bonus Budgets – set at 1% of aggregate salaries (Base + LMS/TLMS)
- The change in the weighting of the Performance Objectives and Performance Elements (from 50/50 to 60/40)
- The 50% Bonus Rule remains in effect
- The Army Bonus guidance will be released to provide organizations adequate time to develop business rules
- Managers and Supervisors will be able to reward the highest levels of performance during the bonus process
- Consideration of other flexibilities in the Awards program – e.g. TOA, on the spot awards throughout the year FY11 and FY12
- Our second year in the system should show improved communications and willing participation of the employees and managers to get it right

Ms. Yolanda Watson
HQDA ODCS, G-2 Director
Intelligence Personnel
Management Office
(IPMO)

Key Inputs for Successful Transition

Key Stakeholder support for these requirements must be in place for Army's Transition from Pay Bands to GG Grades.

Final Army DCIPS Policies

ASA (M&RA), G-1, G-2 OGC, ACOMs*, ASCCs, DRUs, and AASA

Position Alignment

CHRA, ACOMs, ASCCs, DRUs, AASA, and AG-1 (Civilian Personnel)

Transition Training Strategy

G-2, CHRA

HR Solutions/Services

CHRA

DCIPS IA2GG

Change Management and Communication Strategy

ASA (M&RA), G-1, G-2, ACOMs, ASCCs, DRUs, and AASA

Human Resource Systems Support (DCPDS)

CHRA and AG-1 (Civilian Personnel)

Transition Cost (Step Alignment, GAO Reporting)

G-2, ACOMs, ASCCs, DRUs, and AASA

Leadership Commitment

ASA (M&RA), G-1, G-2, CHRA, ACOMs, ASCCs, DRUs, and AASA

* ACOMs include joint

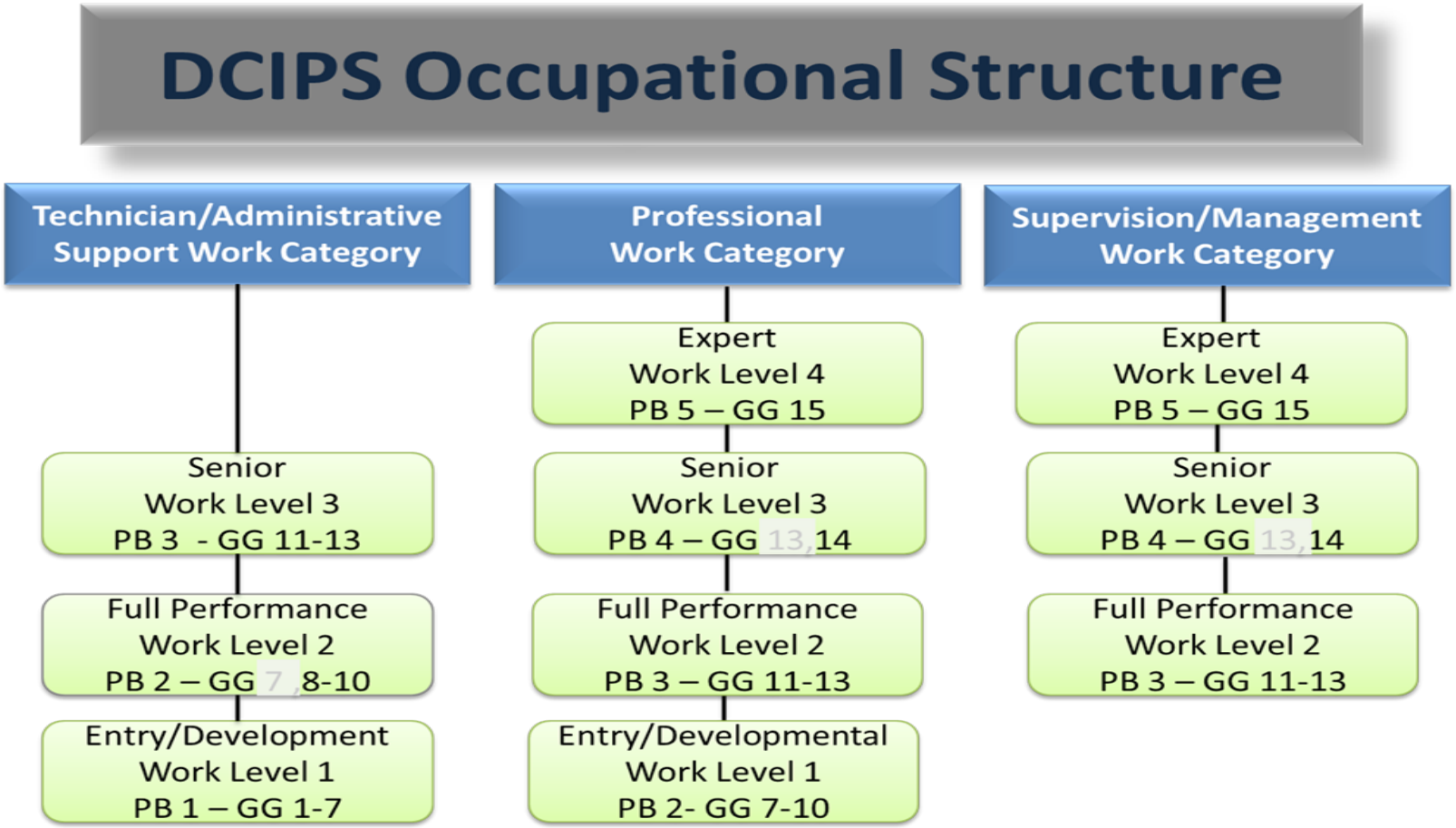
Transition to DCIPS Grades

- August 2010 SECDEF decision to return DCIPS Pay Banded employees (except NGA) to General Schedule (GS)-like grade and step system
- Transitioning to “GG” denotes Grades Similar to GS which allows SECDEF to retain independent pay setting authorities
- Army’s readiness to transition is dependent upon finalized USD(I) Policies
- DCIPS Occupational Structure (Alignment) would use a 15 grade, 10 step pay system similar to Title 5, Competitive Service
- Employees will not lose pay upon transition
- There is a buy-up cost to align all employees to a grade and step
- Employees at step 10 or on Retained Pay will not receive a buy-up

Transition to DCIPS Grades (cont'd)

- DCIPS will continue as a Defense Intelligence full Human Capital Life Cycle System
- All Army DCIPS Employees will transition at the same time
- Army will use the USD(I) Readiness Tool to track readiness for transition to DCIPS Grades
- Performance Management implications
  - Employees changing from one Work Level to another will require a closeout rating
  - New for FY11 Rating Cycle: Objectives weighted 60%, elements weighted 40%

Army DCIPS Occupational Structure



Army aligns to DCIPS Occupational structure and will follow the general grading standard in AP-V 2007 where:

- ***All Professional Grade 13 Army DCIPS employees aligned to the Full Performance level***
- ***All Technician/Administrative Support Grade 7 Army DCIPS employees aligned to the Entry/Developmental work level***

What's Next?

- Until Transition (25 March 2012)
  - Army will continue to operate under DCIPS Interim policy/guidance due to FY10 NDAA
  - DCIPS employees are eligible for a Periodic Increase (PI) similar to the Within-Grade-Increase based upon last equivalent increase (LEI) date
  - Employee Notification Letters and issuance of final DCIPS Policies, Guidance

- What is Not Changing
  - The Performance Management process
  - Employee Performance Objectives remain tied to the mission
  - DCIPS employees will continue to be eligible for performance bonuses under the DCIPS bonus policies
  - Professional Development (Training and Career Management)
  - Occupational Structure

What's Next? (cont'd)

- Moving forward
  - As an employee, engage in dialog with your supervisors/manager, DCIPS TM, and the DCIPS Implementation team for assistance in understanding the interim period and the transition
  - Support DCIPS transition by proactively engaging in DCIPS training and be attentive to the communications you will receive
  - Stay tuned to the DCIPS website for updates and information you can use as an employee, supervisor or leader
  - Share your DCIPS knowledge with your coworkers
    - Network with one another as you move forward
    - Reduce RUMINT

***25 March 2012 – Army Transition**

**The transition date is contingent on 1) final approval by DoD of all DoD and Army DCIPS policies, and 2) the Army meeting the readiness criteria set by USD(I).*

Announcements

- **DCIPS Employee Focus Group:**
  - 12 Army DCIPS employees
  - No Rating or Reviewing Officials
  - Date: **26 July 2011**
  - Time: 1200-1300 EST
  - Location: G-2 CD Conference room
  - Sign up after the session

- **New DCIPS Website:**
  - New DCIPS website was launched on NIPR **25 July 20**
  - Primary source for all up-to-d DCIPS information
  - Look for more news in the EYE Newsletter

NIPR: http://www.dami.army.pentagon.mil/site/dcips/

Contacts

- **HQDA ODCS G-2 Intelligence Personnel Management Office (IPMO):**

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- **NIPRnet:** http://www.dami.army.pentagon.mil/site/dcips/

Questions?

Back Up

DCIPS Evolution Timeline

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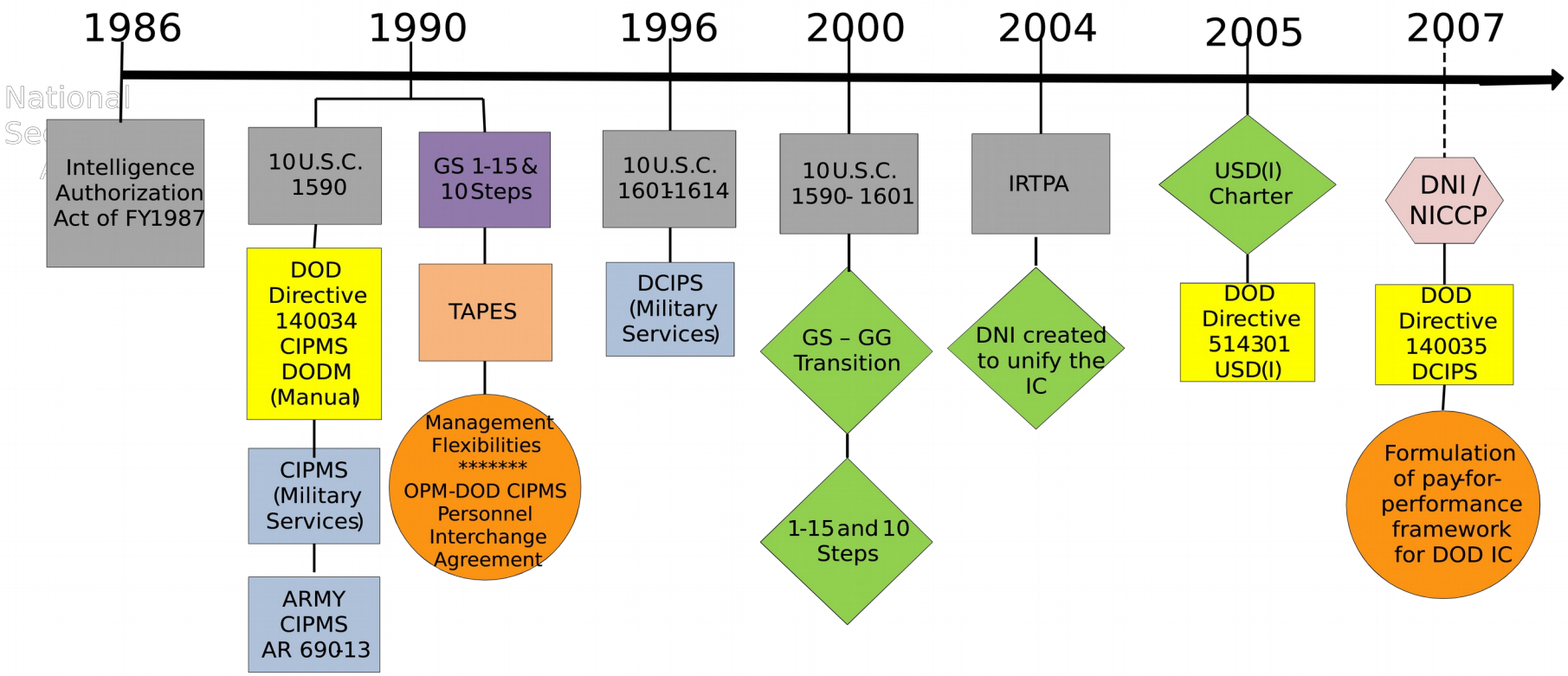
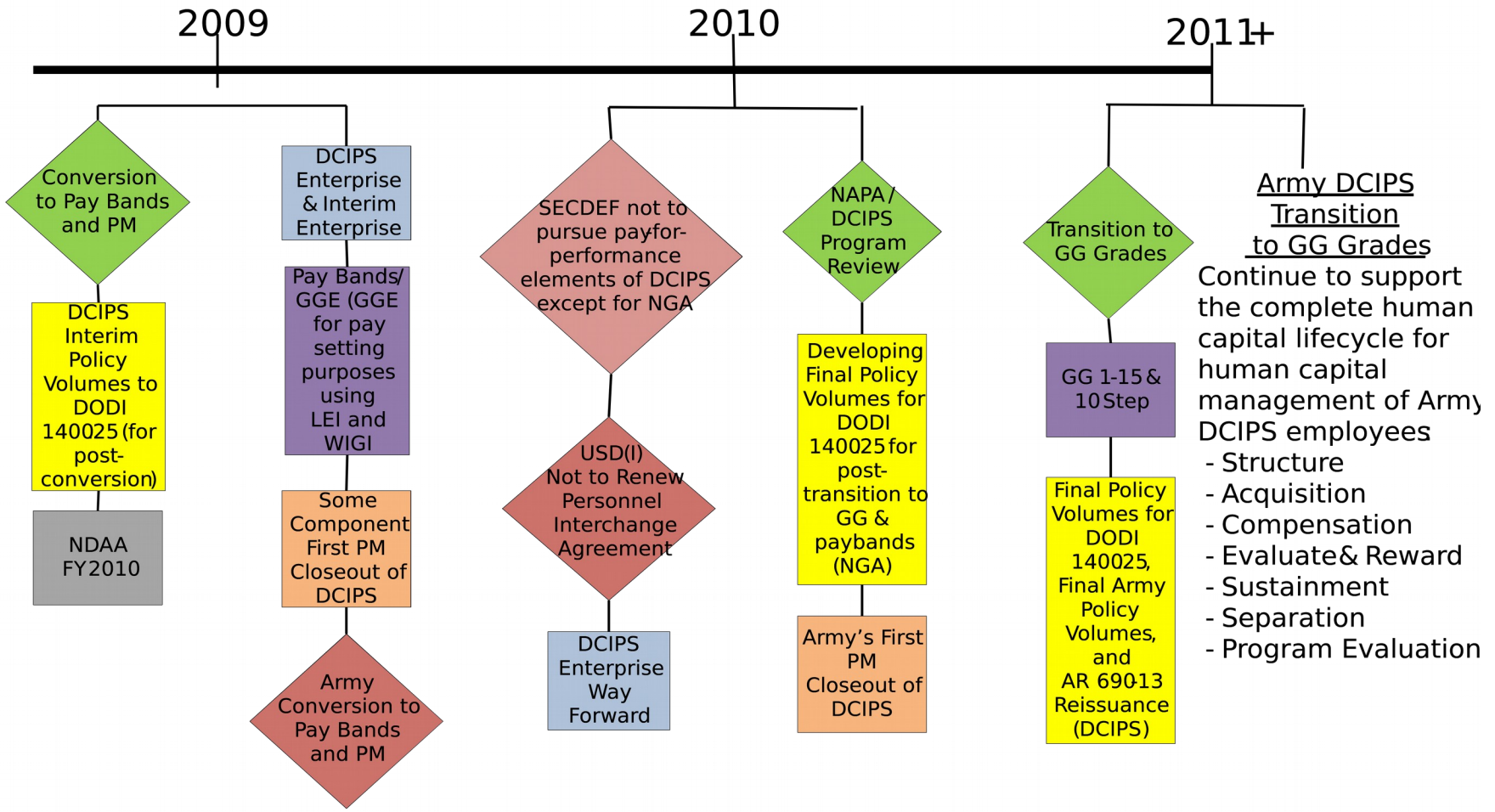
The National Security Act was signed into law in 1947, as amended



Action | Key Decision | Personnel System | Policy | Occupational Structure | Performance Management | Law | System Features

DCIPS Evolution Timeline (cont'd)